



# *A Broader Canvas*

DIVERSITY & INCLUSION ANNUAL REPORT

2020: A YEAR IN REVIEW

**Moore&VanAllen**

# EMERGING IDEAS OF DIVERSITY AND INCLUSION

## 2020: A year in review

**W**hen brainstorming about this report, we knew 2020 would be a year reflected upon for years to come. The idea emerged to commission an artist to capture visually the challenges we face in creating a diverse and inclusive culture and our aspirations for the future of our workplace and communities. As you review the report, we hope you enjoy the images of the artist's creative process and pause to reflect on the finished painting, entitled *A Broader Canvas*. We are pleased to reveal the finished work at the end of our report, and it is proudly displayed in our Charlotte office.





# A Broader Canvas

Rosalia's design represents many of the relevant issues that we are facing today, including systematic or institutional racism as well as the response to it (#BLM), immigration, and the changing demographics of our country and within Moore & Van Allen (MVA).

## ARTIST'S STATEMENT

*Rosalia Torres-Weiner*

Central to the design is the concept of attracting people of color through windows of opportunities.

The circle at the center shows the unbroken connection to MVA values and the commitment to clients and community.

The hummingbird is a traditional Mexican symbol of wisdom, here representing the firm's tenured staff passing along their knowledge to the future team.

The young Latina pictured in the lower left (graduating from high school) is nourishing a small seed/young plant that was placed in her hands by MVA – representing a part of the firm's diversity statement "fostering an inclusive work environment, we come together as one extraordinary team with the common purpose of providing truly outstanding legal services to our clients."

Many of the elements in the painting spill over beyond the frame, in keeping with the MVA theme of creating "a broader canvas."



## ABOUT ROSALIA TORRES-WEINER

*Rosalia Torres-Weiner is an artist, activist and community leader. She is the Chief Executive Artist at the Red Calaca Studio, a multi-disciplinary creative enterprise in Charlotte, North Carolina. Her work is featured in the permanent collection of the Smithsonian Anacostia Museum, and has been exhibited in venues including the McColl Center for Arts and Innovation, Levine Museum of the New South, UNCC's Projective Eye Gallery, the City of Raleigh Museum, the Birmingham Civil Rights Institute and the Mexican Cultural Institute in Washington, D.C. Her public murals celebrate the rich history of her native Mexico and the changing demographics of the U.S.-American South. She uses her art to document social conditions and raise awareness about issues affecting immigrant communities, including family separation, racism and overcoming stereotypes.*

*Her work was recently featured in a solo exhibition at Georgia College's Leland Gallery. She has been a guest speaker for the North Carolina ASC, Johnson & Wales University, The George Washington University, the National Association of Latino Arts and Culture, the Southern Foodways Alliance and Charlotte's Creative Mornings. Through her Red Calaca Mobile Art Studio, a 24-foot "Art Truck," she takes the arts directly to people in underserved immigrant communities in Charlotte, teaching traditional art-making as well as digital art on iPad tablets.*



## INSIDE

5

Leadership Message -  
Message from the Diversity and Management Committees

6

Grappling with Racial Justice

7

Collaborating for Change

8

Creating Camaraderie

9

Black Affinity Group

10

WoMVA Member Reception  
Celebrating Women

11

WoMVA Book Club

12

Creating Workplace Equality

13

Fostering LGBTQ+ Allyship in the Workplace

14

Honoring Champions

15

Continuing to Learn

16

Diversity Conference & Scholarship

18

Kicking off UNC's Jacquez de Varona Legal Fellowship

19

Supporting Parents During COVID-19

20

Discussing Race with Charlotte Hornets President Fred Whitfield

23

*A Broader Canvas, Final Art Piece*

24

Our Diversity Statement





## LEADERSHIP MESSAGE

**A**t Moore & Van Allen, we are striving to cultivate a “vibrant canvas” — a workplace community in which our diverse tapestry of cultures and experiences is both appreciated and celebrated. We believe the vivid, intricate and thought-provoking work of Charlotte artist and activist Rosalia Torres-Weiner brings this concept alive. The painting featured in this report hangs in our office as an imaginative depiction of our aspirations, as well as the challenges we face in creating a diverse and inclusive culture at our firm and in the communities we serve.

We are proud to present this report on behalf of the Diversity and Management Committees. As you see in the report, we have made strides in this work. At the same time, this past year has presented the opportunity for solemn contemplation of the obstacles we face and the vast amount of work in front of us. As a firm, we pledge to do the hard work necessary for progress.

*Thomas L. Mitchell*



**Tom Mitchell**  
Chair  
Management Committee

*Valecia McDowell*



**Valecia McDowell**  
Co-Chair Diversity Committee  
and Member of the  
Management Committee

*Amy Johnson*



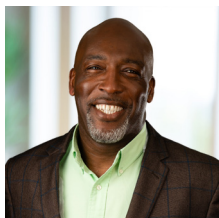
**Amy Johnson**  
Co-Chair  
Diversity Committee

# GRAPPLING WITH RACIAL JUSTICE

## Engagement opportunities to support

*"The steps that MVA took to begin recognizing and acting on their blind spots, put them on a great trajectory to being anti-racist and feeling comfortable confronting systemic racism. My time spent with them did not feel like work but instead felt like going through a process of growth with people who care about one another and truly want to be an active part of eliminating the "isms" in our society. I look forward to seeing them continue this work that will set them apart from others in the industry."*

— **Darryl White**  
Assistant Dean  
Diversity, Inclusion &  
Community Engagement  
Student Life  
Queens University of Charlotte



In the wake of the senseless deaths of Ahmaud Arbery, Breonna Taylor, and George Floyd, our Management Committee Chair **Tom Mitchell** reached out to everyone in the Moore & Van Allen (MVA) family to share in the sorrow and frustration that so many were experiencing. He acknowledged the unequal application of justice that has disproportionately impacted the Black community and charged each of us to do more to remedy those injustices. Since that time, our staff and lawyers, individually and collectively, have begun to answer that call, starting with grappling with our own personal biases.

In July, MVA's Diversity Committee hosted a four-part discussion series to support our employees' expressed desire to gain awareness and personal understanding of factors fueling racial injustice. The discussions reflected the themes presented by the TED Talk "How to Overcome Biases? Walk Boldly Toward Them", by Vernā Myers, and the book *How to be an Antiracist*, by Ibram Kendi. Each dialogue was moderated by Queens University Assistant Dean of Diversity, Inclusion & Community Engagement Darryl White. In addition to serving as program facilitator, White led participants from the firm's Charlotte and Charleston offices through a presentation and discussion of blind spots and implicit biases.

These opportunities further the firm's ongoing efforts to cultivate a culture of trust for the benefit of our most-valuable asset: our employees. We encourage everyone to show respect, empathy and understanding to one another. In doing so, we will continue to come together as an extraordinary community united by our common purpose and principles.





# COLLABORATING FOR CHANGE

Working to dismantle systemic racism

*"It is extremely important for our firm to participate in this program because through the LFAA, the legal community will learn from each other by sharing best practices with respect to our responsibility to increase diversity and equitable access to opportunities."*

— **Tom Mitchell**  
Management Committee Chair



One of more than 240 law firms, MVA joined the Law Firm Antiracism Alliance (LFAA), a coalition of firms that work together to identify and dismantle systemic racism in the law and government institutions. When LFAA launched this year, MVA was the first North Carolina-based law firm to support the effort.

LFAA's purpose is to "leverage the resources of the private bar to amplify the voices of communities and individuals oppressed by racism, to better use the law as a vehicle for change that benefits communities of color, and to promote racial equity in the law." While still in its formative stages, the alliance has plans to coordinate its efforts via a network of social and racial justice organizations with the institutional knowledge of what must happen to effect meaningful change. LFAA member firms will work together to provide substantial pro bono resources and skills to initiatives that address systemic racism.



# CREATING CAMARADERIE

## Among Lawyers of Color

*"LOC celebrates the talents and strengths of lawyers of color across the firm and is dedicated to advancing their careers and highlighting their contributions, internally at the firm and externally in the community. This group is especially important for young attorneys of color who previously may not have had access to opportunities for mentorship and fellowship in their legal careers. As we face a global pandemic, the group continues to focus on mentoring, networking, recruiting, retention, community outreach, and business development efforts."*

— **Luis Lluber**  
Bankruptcy & Financial Restructuring  
Member and LOC Co-Chair



**B**efore the COVID-19 outbreak, MVA's Lawyers of Color (LOC) convened in person for a reception celebrating the new year at the home of Bankruptcy & Financial Restructuring Member and LOC Co-Chair **Luis Lluber**. Attendees celebrated another successful year and connected with new LOC attorneys who recently joined the firm. In the wake of the pandemic, the group continues to stay in touch through a series of virtual happy hours and programs to maintain support for one another, particularly during a challenging year.

Led by both Lluber and Litigation Member **Nader Raja**, LOC provides peer-to-peer support, leadership development, and networking opportunities for attorneys of color. The group operates with three core goals in mind: to increase cohesiveness among current LOC members; to enrich members' practices and firm relationships through a variety of networking and leadership development opportunities; and to increase community outreach efforts to the legal community and community at large. In 2020, the group added six new lawyers expanding its membership by 20 percent.







## BLACK AFFINITY GROUP

Fostering an environment of support

*"We are thrilled that MVA was open to expanding the reach of its diversity efforts through the establishment of BAG, whose mission is to support the long-term success of Black lawyers at the firm."*

— **Charise Patterson**  
Corporate Associate and  
BAG Chair



**A**fter the racially traumatic events of summer 2020, MVA created its Black Affinity Group (BAG) as a medium for members to exchange ideas and information relevant to their experiences as Black lawyers, both at MVA and in the community. BAG hosted a fireside chat among summer associates and current MVA attorneys, where members shared their personal experiences as Black lawyers through the years. Participants shared many laughs and lessons, and attendees left with a renewed commitment to cultivating success for themselves and the others in attendance.

Led by Corporate Associate **Charise Patterson**, BAG serves as a resource to enhance the firm's commitment to diversity and inclusion by fostering an environment to support the personal and professional development of Black lawyers.

# WoMVA MEMBER RECEPTION

Gathering to celebrate



The Women of Moore & Van Allen (WoMVA) gathered to celebrate Immigration Member **Amanda Franklin** on her election to membership and to welcome new Women of Moore & Van Allen (WoMVA) attorneys who joined the firm over the past year. There were more than 50 guests present for the celebration.

Led by Financial Services Member **Meredith Reedy**, WoMVA brings together women lawyers throughout the firm for mentoring, networking, and career development opportunities.



**Amanda Franklin**  
Immigration Member

# CELEBRATING WOMEN

Highlighting accomplished females

*"MVA attorneys and staff gathered to celebrate the contributions of women within the firm and across the globe.*

*The art exhibition event was especially connecting, because as we shared the experience of the artwork together, we got a chance to see things through each other's and the artists' eyes.*

*We learned more about what resonates with our colleagues and what experiences might have shaped their lenses. I am grateful that we were able to celebrate these occasions in an important year for women's history."*

— **Caroline Hubbell Yingling**  
General Counsel

In recognition and celebration of International Women's Day and Women's History Month, WoMVA hosted an art showcase in March 2020 highlighting pieces from accomplished female artists featured in the firm's art collection. In addition to viewing the featured artwork, MVA employees received summary biographies of each artist to learn more about their collective works and artistic areas of interest. Refreshments were provided by Heart & Soul Personal Chef Service, a woman-owned company that is based in Charlotte.





# WoMVA BOOK CLUB

## Facilitating conversations

To build connections and facilitate conversations amongst the growing group, WoMVA launched a new book club. Led by Financial Services Member **Kimberly Zirkle** and Litigation Associate **Katherine Lamberth**, the group has convened several times since its first meeting in November 2018, with book selections alternating between fiction and nonfiction. Upon completing a book, the group gathers in a town-hall style luncheon or Zoom call to share thoughts and discuss the book's relevance to the readers' personal and professional lives.

*"The book club started as a formalized way for us to connect with each other, since several women within the firm were already sharing reading recommendations and swapping books. I was impressed when more than 40 women of all ages and stages, from various practice groups, came together to contribute to our first discussion, sharing experiences and offering different perspectives on the reading. One point of reading is to expand our thinking, and this club takes it a step further by providing meaningful discussion and giving us a chance to also learn the viewpoints of others."*

— **Kimberly Zirkle**  
Financial Services Member



# CREATING WORKPLACE EQUALITY

## Evaluating workplace practices

*"The CEI is just one metric of our success, and while we are certainly very proud of our score, we are even more proud of what it represents: the progress we have made toward addressing important issues around diversity and inclusion on an institutional level. It is imperative that our practice teams reflect the communities in which we live and work, and the clients we serve. As lawyers, we are problem-solvers, and we know that people of different backgrounds — whether it be race, gender, religion, or sexual orientation — look at issues through different paradigms. We believe teams comprised of members from different backgrounds ultimately create better outcomes for our clients."*

— **Kate Cole**  
Intellectual Property Team Member



In 2020 and 2021, MVA is proud to have maintained its perfect score on the Corporate Equality Index (CEI). CEI is a national benchmarking survey and report administered by the Human Rights Campaign Foundation (HRC). This distinction has earned the firm a "Best Places to Work" recognition as designated by the HRC for six consecutive years. The CEI evaluates workplace practices, including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive healthcare benefits, competency programs, and public engagement with the LGBTQ+ community.

For more information about the 2021 Corporate Equality Index or to download a free copy of the report, visit <https://www.hrc.org/cei>.





# FOSTERING LGBTQ+ ALLYSHIP IN THE WORKPLACE

*"The powerful stories shared during this program left participants feeling more comfortable about navigating the LGBTQ+ community and better equipped with the appropriate language. This was a true learning opportunity to understand preferred pronouns and other inclusive terminology. The overwhelming turnout demonstrated that this is the kind of programming which resonates in our firm."*

— **Amy Johnson**  
Financial Services Member and  
Diversity Committee Co-Chair



One of the goals of the MVA Diversity Committee is to ensure that MVA is an affirming workplace for members of the LGBTQ+ community. In recognition of national Pride Month, the committee hosted a webinar, "Fostering LGBTQ+ Allyship in the Workplace," in partnership with PFLAG Charlotte, an education and advocacy organization that envisions a world where diversity is celebrated and all people are respected, valued, and acknowledged inclusive of their sexual orientation, gender identity, and gender expression.

Financial Services Member and PFLAG Charlotte Board Member **Amy Johnson** provided introductory remarks for the program, which featured more than 50 guests from the firm's Charlotte and Charleston offices. Additional speakers included PFLAG Charlotte Board Members Karen Graci, Sarah Eyssen, and Annabelle Pardo. Through personal storytelling, the speakers highlighted important LGBTQ+ terminology, provided practical steps for creating an inclusive environment for LGBTQ+ coworkers, and shared personal experiences related to their involvement in the LGBTQ+ community.

MVA looks forward to expanding its relationship with PFLAG Charlotte. The firm continues to work with the organization to develop programming for MVA employees, as well as continuing legal education opportunities for the broader legal community. More information about PFLAG Charlotte can be found on its website at <https://pflagcharlotte.org/>.





# HONORING CHAMPIONS

## Celebrating civil rights history

*"Julius' quiet strength has always served as a North Star for who we want to be as a firm. His modest brilliance and the legacy he created is the drum beat behind all that we are doing. The younger generation of attorneys and staff, and those who may not have grown up in Charlotte, may not be aware of all that he did for this community and for the country. Personally, I would not have received the education that I did, and I certainly would not be a partner at this law firm, if it had not been for Julius' incredible intellect and courage. Charlotte would not be the city that it is if it were not for him, so honoring his legacy and intertwining it with our firm's inclusion efforts feels spot on. In all things he is a beacon lighting our way."*

— **Valecia McDowell**  
Litigation Member,  
Diversity Committee Co-Chair and  
Management Committee Member



In recognition and celebration of Charlotte civil rights attorney Julius L. Chambers, the MVA Diversity Committee hosted a conversation to commemorate his birthday on October 6, 2020. Working with lawyers from his Charlotte-based law practice and the NAACP Legal Defense Fund, Chambers fought to significantly shape civil rights law by winning benchmark U.S. Supreme Court rulings, including the landmark decision of *Swann v. Charlotte-Mecklenburg Board of Education* (1971), which helped integrate public schools across the country. Chambers also served as the keynote speaker during MVA's Diversity Committee kick-off luncheon 20 years ago, helping put the firm on a path to intentionally valuing and promoting diversity both within its walls and in the community.

In a guided conversation led by Queens University of Charlotte Assistant Dean of Diversity, Inclusion, & Community Engagement Darryl White, MVA participants discussed the extraordinary impact of Chambers' work. Attendees considered how the *Swann* ruling affected Charlotte's economic development and discussed Chambers' ability to work within the legal and education systems to create change.

"Julius is the cornerstone of the diversity discussion in this community," said MVA Litigation Member and Diversity Committee Co-Chair **Valecia McDowell**. "If he hadn't been so courageous, we wouldn't be having any of these conversations today."

MVA Financial Services Member and Diversity Committee Co-Chair **Amy Johnson** provided opening remarks at the event, noting the firm's long-standing commitment to championing Chambers' work, and the receipt of the Mecklenburg County Bar's Julius L. Chambers Award by McDowell and MVA Litigation Member **George Hanna**. Moving forward, the Diversity Committee intends to commemorate Chambers' work and legacy annually through a firmwide program each October.

# CONTINUING TO LEARN

## Highlighting the journey

*"I am so appreciative of the firm's efforts to bring such great speakers to share with the entire firm, not just the client-facing attorneys. Inviting Dr. Griffin was no exception. In a word, he was awesome. He was an excellent speaker — he offered some history and then brought the discussion to why it was relevant today. The audience was really engaged and asked interesting questions."*

— **Megan Shavers**  
Legal Practice Assistant



The MVA Diversity Committee hosted a luncheon in celebration of Black History Month, "Through a Modern Lens: A History of the Development of the Modern Civil Rights Movement." Dr. Willie Griffin, Levine Museum of the New South Staff Historian, led the program.

In his remarks, Griffin highlighted the accomplishments and struggles of Black Americans in the Piedmont region over the last century. He discussed the early developments of the Civil Rights Movement before the 1960s and called attention to the work of Trezzvant W. Anderson, an unsung Charlotte native, journalist, and national civil rights figure known for reporting on the injustices of Jim Crow South.

Financial Services Member and Diversity Committee Co-Chair **Amy Johnson** introduced Dr. Griffin and provided opening remarks for the event, which more than 65 employees attended.







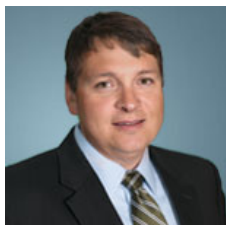
## DIVERSITY CONFERENCE & SCHOLARSHIP

Expanding outreach and engagement

*"The Diversity Conference is an important tool for helping students understand what is available in the legal profession, and to hear directly from a variety of leaders in our legal community. It is an opportunity for the students to interact with our team, hear the stories and backgrounds of many of our attorneys, and ideally feel inspired to learn more about what we do at MVA. We strive to encourage people of color and various backgrounds to pursue legal careers. The Diversity Conference emphasizes our commitment to investing in the future to enable us to offer clients various perspectives with respect to their legal needs."*

— **Kevin Ransom**

Intellectual Property Team Leader  
and Management Committee  
Member



In early 2020, MVA hosted another successful Diversity Conference program. The effort, launched in 2019, aims to expand the firm's outreach and engagement with first-year students from a variety of law schools across the country.

Held in the firm's Charlotte office, the event brought 20 law students to a one-day seminar designed to showcase important initiatives related to diversity and inclusion in the legal profession. Throughout the day, students gained exposure to networking opportunities with various MVA representatives and practice groups. Attendees also participated in interactive panels and presentations from leaders at the firm, as well as from Bank of America, the Charlotte Hornets, the Charlotte-Mecklenburg District Attorney's Office, the Mecklenburg County District Court, Novant Health, Safe Alliance, and the U.S. Attorney's Office for the Western District of North Carolina.

The program was held in conjunction with the invitation to apply to the firm's Diversity Scholarship Program, which is open to all first-year law students. Candidates are evaluated based on their academic performance, communication skills, demonstrated leadership qualities, work experience, community involvement, and life experiences that have shaped their values and professional goals.

*(continued on page 17)*



*(continued from page 16)*

MVA is pleased to announce that Precious McLaughlin, a first-year student at the Wake Forest University School of Law, was selected as the firm's 2020 Diversity Scholarship recipient. Through the program, Precious had the opportunity to participate in the firm's exclusive 10-week Summer Associate Program and was eligible to receive up to \$15,000 in scholarship funds.



Precious McLaughlin  
MVA's 2020 Diversity  
Scholarship recipient

Rashaad Hamilton, a student at the University of North Carolina School of Law, earned the same achievement as Precious in 2019 and returned to MVA as a Summer Associate in 2020. We are proud to announce that he will begin as a new Associate with the firm in 2021.



Rashaad Hamilton  
MVA's 2019 Diversity  
Scholarship recipient

These initiatives, along with the collaborative efforts of MVA's Management, Diversity, and Recruiting Committees, demonstrate the tremendous value of working together to drive positive change.





## KICKING OFF UNC'S JACQUEZ DE VARONA LEGAL FELLOWSHIP

*"I was honored to participate in the Fellowship kickoff. Our panel included Fourth Circuit Court of Appeals Judge Albert Diaz, a friend and distinguished leader in the Hispanic community here in Charlotte. The students appreciated our insights and asked thoughtful questions. It is so important for the next generation of attorneys to see people who, like them, have similar backgrounds that led to successful careers in the law. Mentoring programs like these ensure that these students receive the support they need as they become attorneys."*

— **Paul Peralta**  
Litigation Member



As part of the University of North Carolina (UNC) School of Law Jacquez de Varona Legal Fellowship (Fellowship) kickoff, MVA Litigation Member **Paul Peralta** participated in the virtual panel discussion. The event offered practical tips and advice to participating law students. Several Hispanic/Latino lawyers from across North Carolina joined Paul for the discussion, including the Honorable Albert Diaz of the U.S. Court of Appeals for the Fourth Circuit.

Hosted by the UNC School of Law Hispanic Latino Law Student Association, the Fellowship connects Hispanic/Latino law students with attorney-mentors from North Carolina's leading law firms. The program aims to create a pipeline to practice by providing professional growth and networking opportunities for participating students throughout the academic school year. This gives Fellows a unique advantage as they work through the challenges of law school, job applications, and summer placements. Fellows are expected to meet with their mentors once per month.

MVA sponsored this program in its inaugural year and continues to support the Fellowships' success. In addition, MVA attorneys **Joe Fernandez**, **Sonny Ha**, **Luis Lluberas**, **Raquel Macgregor**, **Brianna McRae**, and **John Slaughter** volunteered to serve as mentors to participating law students.



# SUPPORTING PARENTS DURING COVID-19

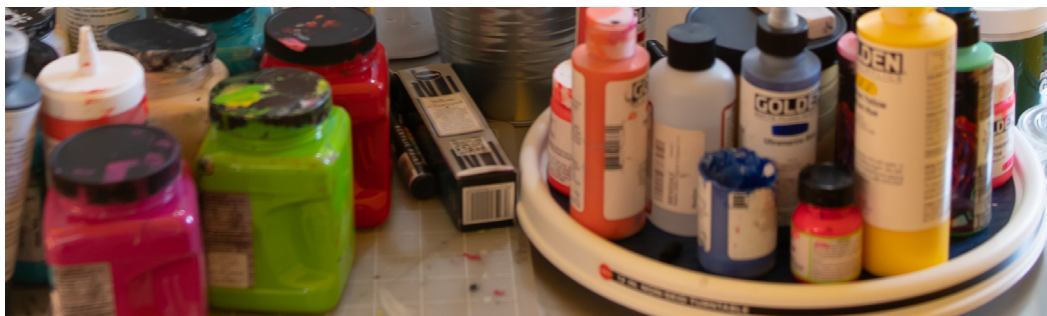
*"At the onset of COVID-19, as we were adjusting to working from home, we were in survival mode. From discussions about bounce houses to educational games to nature hunts, these initial calls were a way to brainstorm and share ideas about how to keep our children happy and occupied. When our schools announced they would be virtual in the fall, we talked about ideas for pods, places to safely take kids, and the other challenges associated with "virtual learning". This group became a place to share triumphs, but also a place to turn on harder days."*

— **Meredith Reedy**  
Financial Services Member



In the wake of the COVID-19 pandemic, as firm attorneys were adjusting to working remotely, the Attorney Development Committee and WoMVA co-led several efforts to reach out to the firm attorneys who are also parents. During the months of April and August, the groups led a series of conference calls with attorneys and staff to lend support to those adjusting to the new work-from-home environment while managing childcare or homeschool responsibilities. Participants shared experiences and best practices, offering support to others during challenging times.

In May, the firm hosted a webinar, "The Kids Are Alright: The Potentially Positive Impacts of Today's Challenges on our Children," featuring psychologists Dr. Gretchen Hunter and Dr. Brandyn Street of Charlotte's Child and Family Development. The program highlighted how the extraordinary circumstances surrounding COVID-19 are having a positive impact on children. Presenting research-based findings, Dr. Hunter and Dr. Street discussed the benefits of caregiver-led teaching, unstructured free time, and increased time with family and loved ones. The program also provided constructive solutions for caregivers with children struggling during times of uncertainty.

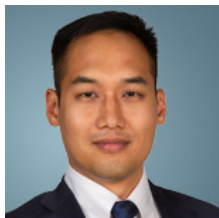


# DISCUSSING RACE WITH CHARLOTTE HORNETS PRESIDENT FRED WHITFIELD

Showcasing leadership

*"Listening to Fred was incredibly inspiring. As a Black man growing up during the era of the Civil Rights Movement in the South, he shared stories of how racism affected him, illustrating the progress toward racial equality. He also discussed the current racial climate and divisions, reminding us of the work that still needs to be done. I was particularly impressed by the commitment from the Hornets and the NBA to promote equality and diversity. They go above and beyond to fight for justice even when the issues do not impact them directly. It is a good lesson on how we can all do more and be better."*

— **Sonny Ha**  
Financial Services Associate



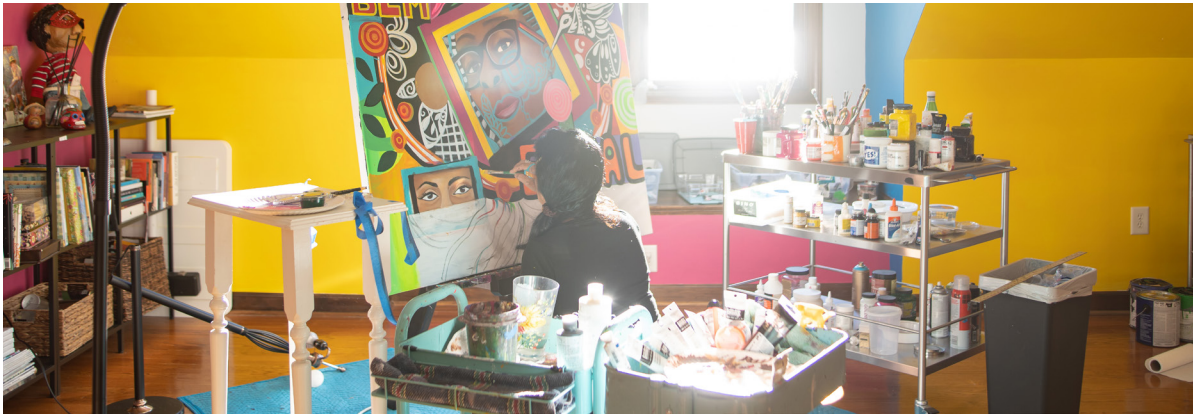
In late 2020, the MVA Management and Diversity Committees launched a new effort to showcase leaders in various industries making strides in corporate and community diversity, inclusion, and equity practices. The MVA Diversity & Inclusion Leadership Forum (Forum) was the first session and featured a one-on-one conversation with Management Committee Chair **Tom Mitchell** and Charlotte Hornets President, Vice Chairman, Alternate Governor, and Minority Owner Fred Whitfield.

The Forum highlighted both the Hornets' and the NBA's proactive and innovative social justice efforts, including Swarm the Vote and support of the players' boycott in recognition of the Black Lives Matter movement. In addition, the Hornets have established a proactive Global Diversity and Inclusion Council with representation across all sectors of business.

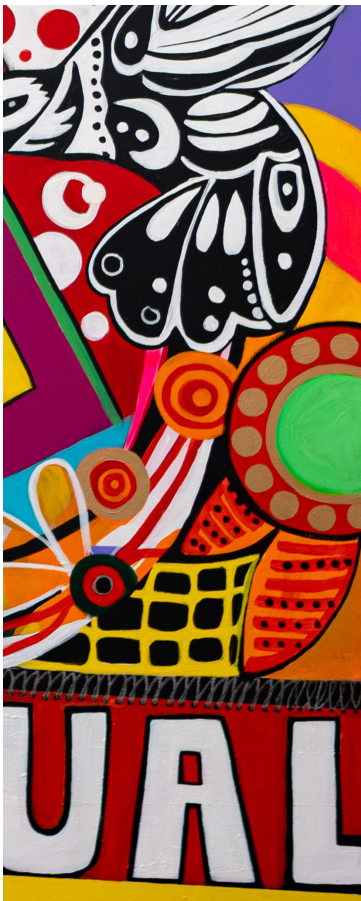
"Our league is about diversity, it's about inclusion, it's about nondiscrimination, and it's about treating everybody fairly," said Whitfield. "I applaud our leadership for coming up with a strategy for our players to have their voices heard in a respectful way. As teams, we make a concentrated effort to ensure we have diverse and inclusive workforces through our Global Diversity and Inclusion Council. This is intentional — something we are going to put metrics against to work toward success. It's a complete team effort."

(continued on page 21)





*(continued from page 20)*



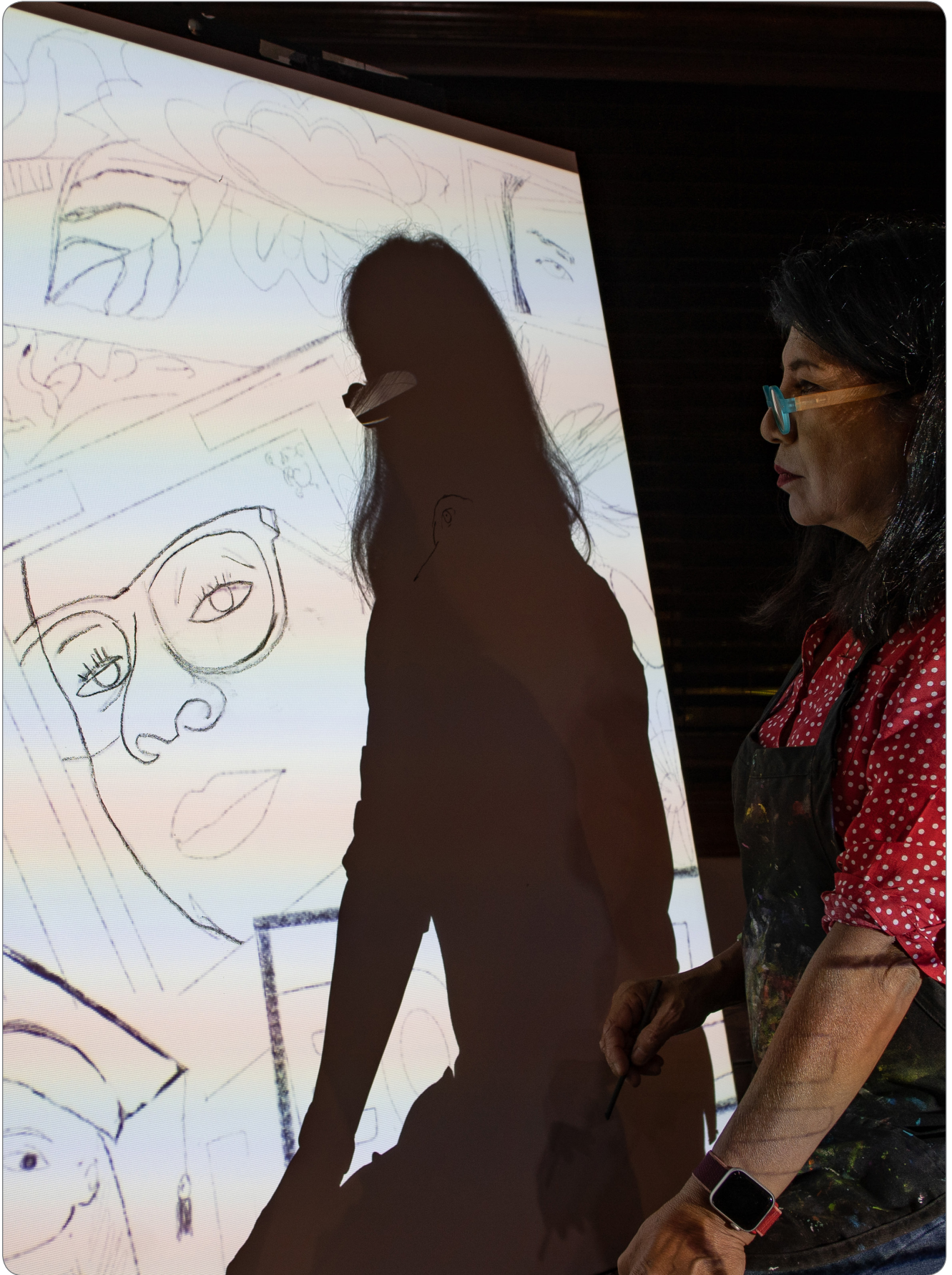
The Hornets' long-standing commitment to diversity and inclusion practices is key for owner Michael Jordan, who is the only Black majority owner in the NBA. In June 2020, Jordan Brand pledged \$100 million over the next 10 years to nationwide organizations "dedicated to ensuring racial equality, social justice, and greater access to education."

When asked what he thought was the most-pressing issue facing the Black community, Whitfield noted the deep digital divide impacting minority students in the education system.

"Our community neighbors don't have access to the hardware necessary to connect to their classrooms," he said. "There is an overall economic mobility issue in the underserved communities and fewer opportunities for those who come from poverty, both in Charlotte and in the rural communities across the state. Programs like Road to Hire, which provide critical skill sets for students who may not be college-bound, are tremendous, but it's going to take a village. We have to work together to do all we can for those in our underserved communities."

The Forum, which was held virtually, welcomed more than 65 guests from MVA, the Hornets, and client and community attendees. MVA looks forward to hosting future sessions with varying leaders in the months ahead.









ROSALIA TORRES-WEINER

A Broader Canvas

2020

DISPLAY OF ARTWORK

The original A BROADER CANVAS can be viewed at  
Moore & Van Allen's office at 100 North Tryon Street, Suite 4700, Charlotte, NC.





## OUR DIVERSITY STATEMENT

**A**t Moore & Van Allen, we recognize that having people with different racial, ethnic and religious backgrounds, countries and regions of origin, genders, gender identities and expressions, generations, physical abilities and sexual orientations is critical to our ability to provide the highest level of legal services. By fostering an inclusive work environment, we come together as one extraordinary team with the common purpose of providing truly outstanding legal services to our clients. Our commitment to diversity goes beyond our firm to the communities we serve through extensive outreach initiatives. These core principles are embraced by the firm's leadership.

**Moore&VanAllen**

[mvalaw.com](http://mvalaw.com)